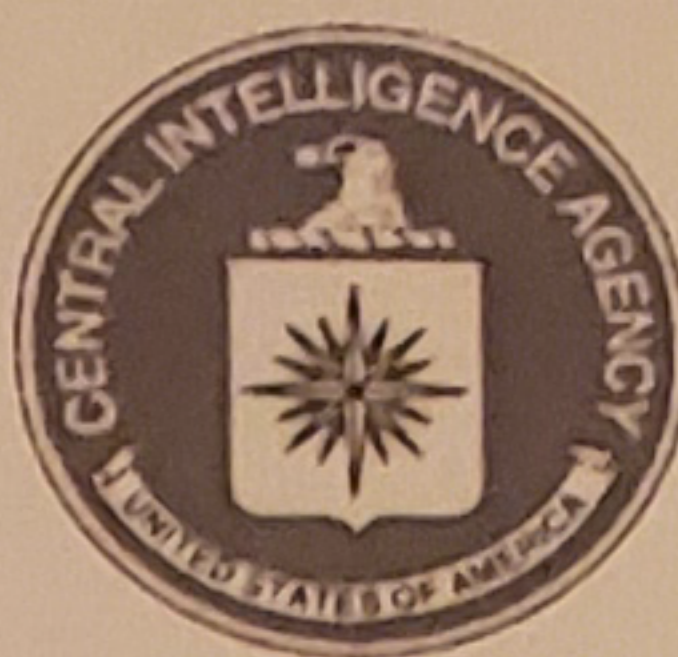


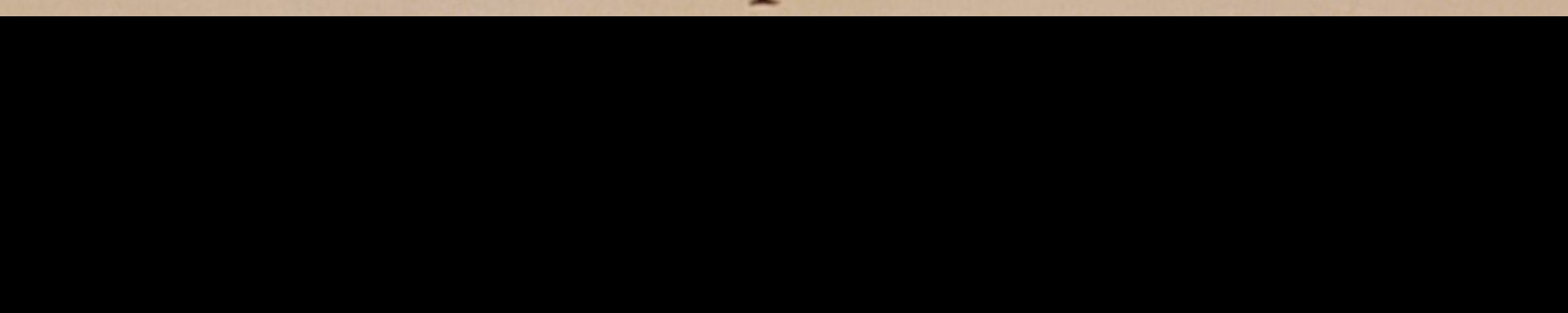
Central Intelligence Agency



Washington, D.C. 20505

27 August 2019

Mr. Jason Leopold



Reference: F-2017-01221

Dear Mr. Leopold:

This is a final response to your 28 March 2017 Freedom of Information Act (FOIA) request for **disclosure from the Central Intelligence Agency of any and all CIA Employee Climate Surveys that were filled out for the years 2016 and 2017, thus far. I seek CIA Employee Climate Surveys employees who work at the following divisions, and offices that fall under these divisions, have filled out: the Counterterrorism Center (CTC), the National Clandestine Service, Science and Technology, and Intelligence.** We processed your request in accordance with the FOIA, 5 U.S.C. § 552, as amended, and the CIA Information Act, 50 U.S.C. § 3141, as amended.

We completed a thorough search for records responsive to your request and located the enclosed document, which we have determined is releasable to you in its entirety.

If you have questions regarding our response, you may seek assistance from CIA's FOIA Public Liaison. You may reach the FOIA Public Liaison at:

703-613-1287 (FOIA Hotline)

Sincerely,

A handwritten signature in black ink, appearing to read "Mark Lilly".

Mark Lilly  
Information and Privacy Coordinator

Enclosure



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**2016 IC Employee Climate Survey  
Item Results - CIA**

Item	CIA								
	2015			2016			2017		
	Positive	Neutral	Negative	Positive	Neutral	Negative	Positive	Neutral	Negative
1. The people I work with cooperate to get the job done.	90.9%	5.3%	3.8%	91.8%	4.7%	3.5%	92.7%	4.5%	2.8%
2. I have enough information to do my job well.	81.5%	10.6%	7.9%	81.6%	10.5%	8.0%	83.8%	9.3%	7.0%
3. I am given a real opportunity to improve my skills in my organization.	76.4%	13.6%	10.0%	77.6%	13.4%	9.1%	78.6%	13.4%	8.0%
4. I feel encouraged to come up with new and better ways of doing things.	72.5%	15.2%	12.3%	73.5%	14.8%	11.7%	75.1%	14.2%	10.7%
5. I am constantly looking for ways to do my job better.	-	-	-	94.0%	5.2%	0.9%	94.7%	4.8%	0.5%
6. My work gives me a feeling of personal accomplishment.	80.2%	11.7%	8.1%	81.3%	11.7%	7.0%	83.1%	10.7%	6.2%
7. I like the kind of work I do.	85.4%	9.8%	4.8%	85.0%	10.0%	5.0%	87.2%	9.0%	3.8%
8. I know what is expected of me on the job.	83.5%	10.0%	6.5%	83.2%	10.3%	6.5%	84.4%	9.7%	5.8%
9. I have trust and confidence in my supervisor.	76.4%	12.3%	11.4%	77.1%	12.0%	10.9%	79.5%	10.9%	9.5%
10. I recommend my organization as a good place to work.	76.6%	14.2%	9.2%	75.9%	14.6%	9.5%	79.1%	12.8%	8.1%
11. Overall, how good a job do you feel is being done by your immediate supervisor?	76.5%	15.5%	8.0%	77.6%	14.5%	7.8%	78.9%	13.7%	7.4%
12. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.7%	18.7%	9.6%	72.3%	17.7%	10.0%	74.9%	16.5%	8.5%
13. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77.8%	13.5%	8.7%	78.8%	13.3%	7.8%	80.4%	11.9%	7.7%

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E1



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2016 IC Employee Climate Survey Item Results - CIA									
Item	CIA								
	2015			2016			2017		
	Positive	Neutral	Negative	Positive	Neutral	Negative	Positive	Neutral	Negative
14. My work unit is able to recruit people with the right skills.	56.0%	23.6%	20.4%	52.0%	23.7%	24.4%	51.7%	23.4%	24.9%
15. The skill level in my work unit has improved in the past year.	56.7%	30.7%	12.6%	56.2%	29.7%	14.0%	58.7%	28.9%	12.3%
16. I know how my work relates to the agency's goals and priorities.	90.4%	6.4%	3.2%	90.6%	5.7%	3.6%	91.3%	5.7%	3.0%
17. The work I do is important.	89.7%	7.2%	3.1%	90.2%	6.9%	2.9%	91.0%	6.6%	2.5%
18. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	72.7%	13.0%	14.3%	73.1%	13.4%	13.5%	72.4%	13.8%	13.8%
19. I have sufficient resources (for example, people, materials, budget) to get my job done.	63.4%	14.2%	22.4%	61.4%	14.1%	24.5%	63.1%	13.5%	23.5%
20. Supervisors in my work unit support employee development.	83.3%	10.1%	6.6%	84.5%	9.5%	6.0%	85.7%	9.0%	5.3%
21. My talents are used well in the workplace.	70.5%	14.6%	14.9%	72.0%	13.9%	14.1%	74.4%	12.9%	12.8%
22. My training needs are assessed.	59.4%	22.5%	18.2%	61.2%	22.0%	16.8%	61.6%	22.0%	16.4%
23. Employees in my work unit share job knowledge with each other.	87.5%	7.4%	5.1%	87.4%	7.4%	5.3%	89.3%	6.4%	4.3%
24. Promotions in my work unit are based on merit.	49.8%	26.7%	23.5%	50.1%	25.8%	24.1%	54.2%	25.1%	20.7%
25. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	43.6%	25.8%	30.7%	42.6%	26.3%	31.2%	43.7%	27.6%	28.6%
26. Employees are recognized for providing high quality products and services.	70.7%	15.9%	13.4%	71.1%	15.7%	13.2%	73.9%	14.9%	11.2%

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E2



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2016 IC Employee Climate Survey Item Results - CIA									
Item	CIA								
	2015			2016			2017		
	Positive	Neutral	Negative	Positive	Neutral	Negative	Positive	Neutral	Negative
27. Creativity and innovation are rewarded.	61.3%	23.1%	15.6%	63.2%	22.0%	14.8%	65.7%	21.1%	13.3%
28. My supervisor provides me with constructive suggestions to improve my job performance.	66.1%	20.2%	13.7%	64.9%	20.5%	14.6%	66.1%	19.9%	14.0%
29. In the last six months, my supervisor has talked with me about my performance.	79.6%	10.0%	10.4%	79.6%	9.8%	10.6%	74.7%	11.6%	13.7%
30. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	64.9%	17.0%	18.1%	63.1%	17.2%	19.7%	63.5%	18.5%	18.0%
31. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	77.4%	12.3%	10.3%	78.4%	12.1%	9.5%	81.6%	10.3%	8.1%
32. In my work unit, differences in performance are recognized in a meaningful way.	47.0%	30.8%	22.2%	48.1%	29.9%	22.0%	51.2%	29.5%	19.3%
33. Pay raises depend on how well employees perform their jobs.	30.4%	29.5%	40.2%	30.8%	27.8%	41.4%	33.2%	28.8%	38.1%
34. Awards in my work unit depend on how well employees perform their jobs.	57.0%	22.8%	20.2%	58.4%	21.5%	20.1%	61.0%	21.4%	17.6%
35. My performance appraisal is a fair reflection of my performance.	78.2%	14.0%	7.8%	77.0%	14.9%	8.0%	79.9%	13.2%	7.0%
36. Discussions with my supervisor about my performance are worthwhile.	70.2%	18.2%	11.6%	69.2%	18.2%	12.6%	71.1%	17.8%	11.1%
37. Supervisors work well with employees of different backgrounds.	81.3%	11.8%	6.8%	81.3%	12.1%	6.7%	82.9%	11.2%	5.9%
38. My supervisor is committed to a workforce representative of all segments of society.	81.0%	15.4%	3.6%	82.1%	14.1%	3.8%	84.1%	12.7%	3.2%
39. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	73.0%	19.4%	7.6%	72.4%	19.6%	7.9%	74.1%	19.0%	6.9%

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E3



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**2016 IC Employee Climate Survey**  
**Item Results - CIA**

Item	CIA								
	2015			2016			2017		
	Positive	Neutral	Negative	Positive	Neutral	Negative	Positive	Neutral	Negative
40. My supervisor supports my need to balance work and other life issues.	88.9%	7.2%	3.9%	90.4%	6.0%	3.6%	91.5%	5.4%	3.0%
41. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	69.2%	16.7%	14.2%	71.8%	15.0%	13.2%	75.4%	14.3%	10.3%
42. Prohibited Personnel Practices are not tolerated.	83.4%	10.9%	5.7%	84.1%	11.0%	4.9%	86.5%	9.4%	4.1%
43. I have a high level of respect for my organization's senior leaders.	67.3%	21.2%	11.5%	65.7%	19.8%	14.5%	67.2%	22.2%	10.6%
44. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47.6%	30.5%	21.9%	45.4%	29.4%	25.3%	49.8%	30.0%	20.2%
45. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	69.9%	20.6%	9.5%	69.4%	19.7%	10.9%	70.5%	19.2%	10.3%
46. Employees are protected from health and safety hazards on the job.	87.3%	8.3%	4.3%	86.7%	9.0%	4.3%	86.4%	9.0%	4.7%
47. Employees have a feeling of personal empowerment with respect to work processes.	57.7%	21.1%	21.2%	59.5%	20.4%	20.1%	63.2%	19.1%	17.6%
48. My workload is reasonable.	74.7%	11.5%	13.8%	73.2%	12.8%	14.0%	75.1%	11.5%	13.4%
49. Managers communicate the goals and priorities of the organization.	71.9%	16.3%	11.8%	69.7%	17.3%	12.9%	73.0%	15.9%	11.1%
50. My organization has prepared employees for potential security threats.	69.7%	18.5%	11.8%	68.2%	19.2%	12.6%	73.9%	17.2%	8.9%
51. My supervisor provides me with opportunities to demonstrate my leadership skills.	76.4%	13.8%	9.9%	77.5%	13.1%	9.4%	79.9%	11.8%	8.3%
52. My supervisor listens to what I have to say.	85.8%	8.2%	6.0%	86.6%	7.5%	6.0%	88.0%	6.7%	5.3%

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E4



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2016 IC Employee Climate Survey Item Results - CIA									
Item	CIA								
	2015			2016			2017		
	Positive	Neutral	Negative	Positive	Neutral	Negative	Positive	Neutral	Negative
53. My supervisor treats me with respect.	90.4%	5.8%	3.8%	90.5%	5.6%	3.9%	91.6%	5.1%	3.3%
54. My organization's senior leaders maintain high standards of honesty and integrity.	70.3%	20.0%	9.7%	70.0%	20.4%	9.6%	73.3%	19.1%	7.6%
55. Managers promote communication among different work units (for example, about projects, goals, needed resources).	71.0%	16.8%	12.2%	70.7%	16.7%	12.6%	74.6%	14.6%	10.7%
56. Managers support collaboration across work units to accomplish work objectives.	78.0%	13.6%	8.4%	79.1%	12.8%	8.1%	81.3%	11.7%	7.1%
57. How satisfied are you with the information you receive from management on what's going on in your organization?	63.2%	21.2%	15.6%	61.6%	22.0%	16.5%	66.6%	19.2%	14.2%
58. How satisfied are you with your involvement in decisions that affect your work?	55.6%	25.0%	19.5%	55.4%	24.4%	20.2%	59.0%	23.1%	17.8%
59. How satisfied are you with your opportunity to get a better job in your organization?	53.0%	26.1%	20.9%	53.4%	27.2%	19.4%	57.9%	25.6%	16.5%
60. How satisfied are you with the recognition you receive for doing a good job?	58.2%	24.5%	17.3%	58.1%	24.3%	17.6%	62.0%	22.2%	15.9%
61. How satisfied are you with the policies and practices of your senior leaders?	53.3%	31.6%	15.1%	51.1%	31.6%	17.3%	55.8%	31.7%	12.5%
62. How satisfied are you with the training you receive for your present job?	71.1%	18.3%	10.7%	70.9%	18.9%	10.2%	71.9%	18.2%	9.9%
63. Considering everything, how satisfied are you with your job?	77.4%	12.4%	10.2%	77.2%	12.7%	10.1%	80.5%	11.5%	8.0%
64. Considering everything, how satisfied are you with your pay?	67.7%	16.6%	15.7%	65.9%	17.4%	16.7%	69.8%	15.1%	15.1%
65. Considering everything, how satisfied are you with your organization?	73.0%	15.8%	11.2%	72.1%	15.7%	12.3%	76.9%	14.0%	9.1%

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E5



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2016 IC Employee Climate Survey Item Results - CIA									
Item	CIA								
	2015			2016			2017		
	Positive	Neutral	Negative	Positive	Neutral	Negative	Positive	Neutral	Negative
66. I feel a sense of community (i.e., shared mission and values) with other employees across the IC.	59.6%	25.3%	15.1%	62.1%	24.1%	13.8%	66.2%	22.6%	11.2%
67. Our mission depends on IC agencies and components sharing knowledge and collaborating.	85.9%	10.6%	3.4%	86.5%	10.5%	3.1%	88.1%	9.4%	2.4%
68. I have the opportunity to work directly with members of other IC agencies or components when necessary.	92.2%	6.2%	1.6%	91.8%	6.5%	1.7%	93.1%	5.5%	1.4%
69. My work products are improved when I can collaborate with colleagues from other IC agencies or components.	71.7%	24.5%	3.8%	73.2%	23.2%	3.6%	75.2%	21.8%	3.0%
70. How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	51.0%	33.5%	15.5%	50.2%	34.1%	15.8%	52.1%	33.4%	14.5%

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E6